

## LEGAL INFORMATION

### Legal Services

#### **Maryland Disability Law Center (MDLC)**

1800 N. Charles Street, 4<sup>th</sup> floor  
Baltimore, MD 21201  
410-727-6352 - Voice  
800-233-7201 - Voice (Toll Free)  
410-727-6387 - TTY  
410-727-6389 - Fax  
Website: [www.mdlcbalto.org](http://www.mdlcbalto.org)

#### **National Association of the Deaf, Inc. (NAD)**

Law and Advocacy Center  
814 Thayer Avenue  
Silver Spring, MD 20910-4500  
301-587-1789 - TTY  
301-587-1788 - Voice  
301-587-1791 - Fax  
E-mail: [NADinfo@nad.org](mailto:NADinfo@nad.org)  
Website: [www.nad.org](http://www.nad.org)

### **Discrimination Services**

If you feel that you have experienced discrimination in the areas of employment, housing, and public accommodations, your first contact should be the [Maryland Commission on Human Relations](http://www.mchr.state.md.us/webcontacts/webcontacts2.html) (MCHR). You may file a complaint online at <http://www.mchr.state.md.us/webcontacts/webcontacts2.html> or call 1-800-637-6247 Voice/Relay or 410-333-1841 TTY.

#### **Maryland Commission on Human Relations**

**6 St. Paul Street, Suite 900**  
**Baltimore, MD 21202**  
**1-800-637- 6247 – Toll Free**  
**410-767-8600 – Voice**  
**410-333-1737 – TTY**  
**410-333-1841 – Fax**  
<http://www.mchr.state.md.us>

The Maryland Commission on Human Relations (MCHR) is Maryland's state enforcement agency. When an individual files a discrimination complaint with MCHR based on a disability, their complaint is filed pursuant to Article 49B of Annotated Code of Maryland (<http://www.mchr.state.md.us/Disability%20Discrimination%20Guidelines.pdf>) and the

Americans with Disabilities Act (ADA) (<http://www.ada.gov>). In addition, MCHR files another complaint with Equal Employment Opportunity Commission (EEOC) regarding employment discrimination for the individual.

If you wish to have the Governor's Office of the Deaf and Hard of Hearing (ODHH) track and follow up on your complaint, you may send a copy of your complaint or write a letter about your complaint to:

**Office of the Deaf and Hard of Hearing (ODHH)**  
**217 E. Redwood Street, Suite 1300**  
**Baltimore, MD 21202**  
**or fax to: 410-333-1016**

If you require further assistance contact ODHH at [ODHH@gov.state.md.us](mailto:ODHH@gov.state.md.us).

## **Employment Discrimination**

### **Americans with Disabilities Act (ADA)**

#### **Title I – Employment**

Title I of ADA (<http://www.eeoc.gov/types/ada.html>) Title I of the Americans with Disabilities Act prohibits discrimination against job applicants and employees with disabilities who are qualified to perform the essential functions of the job they hold or seek, with or without reasonable accommodations. The ADA defines a person with a disability as one who has an impairment that substantially limits a major life activity, has a record of such an impairment, or is regarded as having such an impairment. Accommodations may include the provision of specialized equipment, job restructuring, changes in office communication and/or modifying equipment or workstations. To file a complaint or ask a question about Equal Employment Opportunity contact:

**Equal Employment Opportunity Commission (EEOC)**  
**1801 L. Street, NW**  
**Washington, DC 20507**  
**800-669-4000 - Voice**  
**800-669-6820 - TTY**  
**(202) 663-4639 - Fax**  
<http://www.eeoc.gov>

## **Public Services Discrimination**

### **Title II – State and Local Government, Public Entities**

Title II of ADA (<http://www.ada.gov/reg2.html>) Title II forbids discrimination by “public entities” against qualified individuals with disabilities. Covered entities include state and local governments and departments, agencies, special purpose districts, or other instrumentalities of state or local governments. Title II ensures that qualified individuals  
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[www.odhh.md.gov](http://www.odhh.md.gov)

with disabilities have access to programs, services, and activities of state and local governments that is equal to that enjoyed by people with out disabilities. It extends the prohibition of discrimination in federally assisted programs established by section 504 of the Rehabilitation Act of 1973 to all activities of State and local governments, including those that do not receive Federal financial assistance. Subtitle B focuses specifically on accessibility standards for public transportation services.

Title II:

- Facility Accessibility
- Program Accessibility
- Equally effective communication
- Non discriminatory policies or practices.
- Accessibility to transportation facilities and services, including access to TTYs, amplified telephones, various types of signs, and other forms of communication, as well as transportation schedules and flight information.
- State and local government services and programs are to be accessible, to include equally effective communication i.e. providing qualified sign language interpreters and/or assistive listening systems at public hearings, operated by state or local government agency, etc.

You can file a discrimination complaint with:

**[Maryland Commission on Human Relations](#)** – *click here to fill out the form*

**6 St. Paul Street, Suite 900  
Baltimore, MD 21202  
1-800-637- 6247 – Toll Free  
410-767-8600 – Voice  
410-333-1737 – TTY  
410-333-1841 – Fax  
<http://www.mchr.state.md.us>**

For more information on regulations, technical assistance, and enforcement, you can write to or call:

**Department of Justice  
Disability Rights Section  
Civil Rights Division  
P.O. Box 66738  
Washington, DC 20035-6738  
800-514-0301 - Voice  
800-514-0383 - TTY  
202-307-0575 - Fax**

## **Housing Discrimination**

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[www.odhh.md.gov](http://www.odhh.md.gov)

Both Federal law (ADA Title II) and Maryland law prohibit housing discrimination based on your race, color, national origin, religion, sex, family status, or disability. If you believe your rights have been violated, you can file a fair housing complaint.

There are several ways to file a complaint:

1) Complaints can be filed by using the [online form](http://www.mchr.state.md.us/webcontacts/webcontacts2.html) at the Maryland Commission on Human Relations.  
(<http://www.mchr.state.md.us/webcontacts/webcontacts2.html>)

2) You can also call toll-free the US Department of Housing at 1-800-669-9777 or call the Maryland Commission on Human Relations at MD toll-free number, 1-800-637-6247.

3) In addition, you can [download and print out a form](http://www.mchr.state.md.us/webcontacts/webcontacts2.html) (<http://www.mchr.state.md.us/webcontacts/webcontacts2.html>), complete it, and drop it off at your local HUD office or [the nearest Maryland Commission on Human Relations office](#) or mail it to either of the following:

**Maryland Commission  
on Human Relations  
6 Saint Paul Street, Suite 900  
Baltimore, Maryland 21202-1631**

**Office of Fair Housing and Equal  
Opportunity  
Department of Housing and Urban  
Development  
Room 5204  
451 Seventh St. SW  
Washington, DC 20410-2000**

Or, you can write a letter that includes the following:

Your name and address  
The name and address of the person your complaint is about  
The address of the house or apartment you were trying to rent or buy  
The date when this incident occurred  
A short description of what happened  
Mail it to the Fair Housing-HUD for Maryland:

**Fair Housing-HUD  
U.S. Department of Housing and Urban Development  
The Wanamaker Building  
100 Penn Square East  
Philadelphia, Pennsylvania 19107-3380  
215-656-0660 - Voice  
1-888-799-2085 - Voice (Toll Free)  
215-656-3450 - Fax**

## **Accommodations Discrimination**

### **Title III – Public Accommodations**

Title III of ADA (<http://www.ada.gov/reg3a.html>) requires that private and commercial facilities are accessible: visual fire alarms and devices, TDDs, television decoders, etc.

Private facilities included are restaurants, hotels, motels, theaters, convention centers, retail stores, shopping centers, dry cleaners, Laundromats, pharmacies, doctors' offices, hospitals, museums, libraries, parks, zoos, recreational facilities, private schools, day care centers, health spas, bowling alleys and privately funded medical care facilities.

Commercial facilities are nonresidential facilities, including office buildings, factories, and warehouses, whose operations affect commerce.

To get technical assistance or file a discrimination complaint, contact:

**Maryland Commission on Human Relations** – *click here to fill out the form*

**6 St. Paul Street, Suite 900**

**Baltimore, MD 21202**

**1-800-637- 6247 – toll free**

**410-767-8600 – Voice**

**410-333-1737 – TTY**

**410-333-1841 – Fax**

**<http://www.mchr.state.md.us>**

**and/or**

**Department of Justice** (<http://www.ada.gov/t3compfm.htm>) – *click here to fill out the form*

**Disability Rights Section**

**Civil Rights Division**

**P.O. Box 66738**

**Washington, DC 20035-6738**

**800-514-0301 - Voice**

**800-514-0383 - TTY**

**202-307-0575 - Fax**

**<http://www.usdoj.gov>**

Complaints should be filed with the Maryland Commission on Human Relations first before filing with the U.S. Department of Justice, Civil Rights Division.

## **Telephone Relay Services Discrimination**

### **Title IV- Telecommunications Services for Hearing and Speech-impaired**

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[www.odhh.md.gov](http://www.odhh.md.gov)

ADA Title IV (<http://www.fcc.gov/cgb/dro/title4.html>) requires telephone companies to provide telephone relay service 24 hours a day for both instate and interstate calls. Complaints about the state telephone relay service must first go to the State TRS office (Maryland Relay). If the State TRS office does not respond satisfactorily then file a complaint with the FCC.

**Federal Communications Commission (FCC)**

1919 M Street, NW  
Washington, DC 20554

202-857-3800 - Voice

202-293-8810 – TTY

<http://www.fcc.gov>

**More Information Services:**

Department of Justice—technical assistance on the ADA Standards for accessible design and other ADA provisions applying to businesses, non-profit service agencies, and state and local government programs; also provides information on how to file ADA complaints.

Office for Civil Rights—to make a complaint to the Office for Civil Rights Regional Office or Headquarters

Office of Compliance—offers technical assistance on accessibility laws applying to Congressional Offices and services

Access Board, or Architectural and Transportation Barriers and Compliance Board—offers technical assistance on the ADA Accessibility Guidelines

Disability and Business and Technical Assistance Centers

Mid-Atlantic DBTAC (Region III)

TransCen, Inc.

451 Hungerford Drive, Suite 607

Rockville, MD 20850

301-217-0124 - Voice/TTY

301-217-0754 - Fax

[adainfo@trancen.org](mailto:adainfo@trancen.org)

**Miscellaneous -related Discrimination**

To file a complaint, go to:

[Disability Discrimination Complaints Against Air Carriers](#)

[File a Captioning Complaint](#)

[Complaint Against RID Interpreter](#)